

TBGS Trust Gender pay gap calculations as at 31 March 2023**Mean gender pay gap in hourly pay**

Percentage difference	25.4%
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Median gender pay gap in hourly rate

Percentage difference in median	35.9%
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Percentage of employees who received bonus pay

Male	0.0%
Female	0.0%

Employees by pay quartiles

	% Men	% Women
Upper quartile	45.2%	54.8%
Upper middle quartile	54.1%	45.9%
Lower middle quartile	32.4%	67.6%
Lower quartile	28.4%	71.6%

Number of employees within organisation	250-499
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The gender pay gap has improved considerably in the last year. It should be viewed in line with the gender profile of most school staff and the different roles that exist.

Employees in the upper pay quartile represent the leadership teams within the schools and are well represented by both males and females however, the best person for the post is always appointed and gender is not taken into account.

The lower quartile represents support staff where there is a requirement for term time only contracts; significantly more applicants for these positions are received from women.

Again, no bias is put on gender when recruiting into these roles.

The middle quartiles represent the bulk of the teaching staff and as is clearly demonstrated women are well represented and gender equality exists

Whilst it is accepted that a gap exists, having looked at the different roles within the school, we do not believe there is a gender disparity between similar roles within the school. We do not therefore believe there is any specific action arising from this data as gender equality is always applied during the recruitment process.